

THE SOURCE

Larry Sohler and Bev Lueshen Are June Job Well Done Recipients

By NRC's Employee Recognition Committee

Congratulations to Larry Sohler, RN, and Bev Lueshen, Mental Health Practitioner, for being selected as the June 2013 "Job Well Done" recipients.

Larry Sohler has been employed at NRC



since January 1994. His co-workers stated that he deserves this award because he stepped up to help a co-worker in addition to being assigned to his own unit. He

helped another nurse write orders on the Avatar system and also helped assess a patient in the Safety and Security Center over staffs' meal breaks. He made sure he was available to help if needed.

**Thank you, Larry,
for all you do!**

Bev Lueshen has been employed at NRC since September 1985. Her co-workers stated that she deserves this award because she invests consistent time in her assignments to patients as a therapist, treatment planning coordinator and SO facilitator. She is diligent with difficult patients' treatment-interfering behaviors



and validates the patient while still confronting their behaviors and reminding them that the power to change is within themselves. She also offers teaching and guidance to unit staff concerning these patients. She offers less experienced therapists ideas in an effort to assist them in their professional growth.

**Thank you, Bev, for
all you do!**

Inside this issue:

New Employees, What's Cooking at NRC	2
Softball Game	3
Therapeutic Community Activities, Thank You from UNMC	4
Bulletin Board	5
The Magic Door	6
Raising the Invisible Anchor	7-8
Emergenetics and the Olympic Brain	9
Dancing Oobleck	10

Nebraska Sex Offender Treatment Program

Mission: Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

Vision: Helping people rebuild their lives with no more victims.

Please Welcome New NRC Employees



William Scheinost
Mental Health
Security Specialist II



Sara Gnewuch
Mental Health
Security Specialist II

What's Cooking at NRC



BUFFALO CHICKEN PASTA SALAD

16 oz. rotini pasta	1 lb. cooked chicken, diced
1/2 c. mayonnaise	1/2 c. red bell pepper, diced
1 c. ranch or blue cheese dressing	1/2 c. green bell pepper, diced
1/3 - 1/2 c. buffalo wing sauce	3/4 c. red onion, diced
1 tsp. salt	celery, diced (optional)
1/2 tsp. black pepper	cherry tomatoes, halved
1/2 tsp. garlic powder	(optional)

Cook pasta in lightly salted water until al dente; drain well. In a large bowl, mix mayonnaise, dressing, buffalo wing sauce, salt, pepper and garlic powder. Add the chicken, bell peppers, onion, celery and tomatoes (if using) and pasta; toss to coat. Cover and chill for several hours before serving.

Spark Plugs Host First Softball Game of Season

Submitted by TiAnne Morse, Quality Assurance Coordinator, and Hollie Frye, Compliance Specialist

On June 13, 2013, it was a night of fun and fellowship as NRC employees joined together to play a little softball. There were 21 participants, and the game went 7 innings. NRC Spark Plugs would like to thank those attending for making it a fun night. We look forward to seeing many others out on the playing field this summer, as the Spark Plugs are planning another event in July for those staff who were working while others were playing!! We thank Michelle Clark for her photos and her nice words: "I thought it was nice to get together, laugh and have some fun outside of the WORK environment!"



"Hey, Scott, what is that you're wearing?"

Thank You From UNMC Business Expo

Submitted by Joyce Hoferer, Human Resources Assistant



Thank you for helping us welcome the UNMC College of Nursing Northern Division Class of 2015 to Norfolk! We appreciate the time and energy that you spent preparing for today's event. Our hope is that the students will become active members of the community and get to know all of the businesses in Norfolk-large or small. We hope you will consider participating again next year!

Sincerely,

UNMC College of Nursing Northern Division Faculty & Staff

2013 Summer Therapeutic Community Activities

Submitted by TyLynne Bauer, Facility Operating Officer

This year's 2013 Summer Therapeutic Community Activities was kicked off on Thursday, June 6th, with a night at the theater sponsored by the SO Council. Movies, popcorn and movie theater candy were served in the RT theater. Friday included a Farm Animal Show sponsored by OT/RT, followed by Jim Casey and Nick Leland jamming with the patients. A barbecue/picnic was provided for the patients while enjoying the music. The patients also had several card

and pool tournaments over the weekend.



The Bulletin Board



Dear NRC staff,

First, I would like to express my appreciation to the RT staff for giving me such a wonderful retirement party.

Thanks, too, for the great attendance. It has been my pleasure working with everyone over the course of almost 19 years. As I look back I feel both satisfaction and pride knowing I had the opportunity to change people's lives for the better and I accomplished that with the assistance of the most dedicated staff I've ever known. As I look forward, I'm not certain yet what my future holds. But I know one thing for sure, I will miss you all.

Sincerely,
Ellen Weed

I want to thank all the people for their phone calls, e-mails, cards, food, memorials, and kind words expressed during the loss of my father. Your thoughtfulness was greatly appreciated. NRC is a great place to work.

Sandy Wiseman & family

To John Kroll DON, Fern Zechmann 11-7 Supervisor and to my fellow co-workers for all their support and encouragement while I have been in RN school. I could not have done it without you! Thanks!

Cheryl Myers

Employees Leaving NRC

May 6, 2013

Sandra Spreeman, LPN (PRN)

May 30, 2013

Myron Wagner, MHSS II

June 28, 2013

Wanda Finley, RN


Tips to Green Your Grass

A healthy lawn not only looks attractive but is also good for the environment and resists damage from weeds, disease, and unwanted insects.

- Sharpen your mower blades. Dull blades require more fuel and can tear grass, making it more vulnerable to disease.
- Remove small plugs of earth in your lawn to allow air and water to aerate the grass roots.
- Raise your mower's blades. Longer grass retains water better, competes better with weeds, and prevents soil from washing away.
- Leave grass clippings on your lawn to return nutrients and moisture to the soil.

The Magic Door

Submitted by TyLynne Bauer, Facility Operating Officer



Wait, the
door made
me forget???



Have you ever gone into a room and forgotten why you came into it?

Research supports that because the brain may frame focused activities within a certain "snapshot" space, that entering another room can cause memory loss for that activity due to unconscious recalibration (the Location Updating Effect.)

Radvansky* conducted memory experiments with college students in virtual space, where they either picked up an object from one table and moved it to another table in the same room, or took it through a doorway to another table. In all instances the students forgot more times where the objects were when the experiment involved moving through doorways, even when the distance was the same. The results suggest that doorways ("event boundaries") affect the brain's ability to hold on or retrieve thoughts or decisions made in a different room.

The most likely reasons why this is hardwired have to do with prioritizing detection of danger or risk when a scene changes, and being vigilantly in the moment.

Suggestions for bypassing Location Updating Effect are to carry something into the room related to the activity you're going to do, say or sing something as you move through doorways, or stop multitasking (turn off your cell phone, for example). Any other ideas that work for you as you pass through your magic door?

*Radvansky, G. et al. **Walking through doorways causes forgetting: Environmental integration** *Psychonomic Bulletin & Review* 2010, 17 (6), 900-904 doi:10.3758/PBR.17.6.900

*Ibid. **Walking through doorways causes forgetting: Further explorations**

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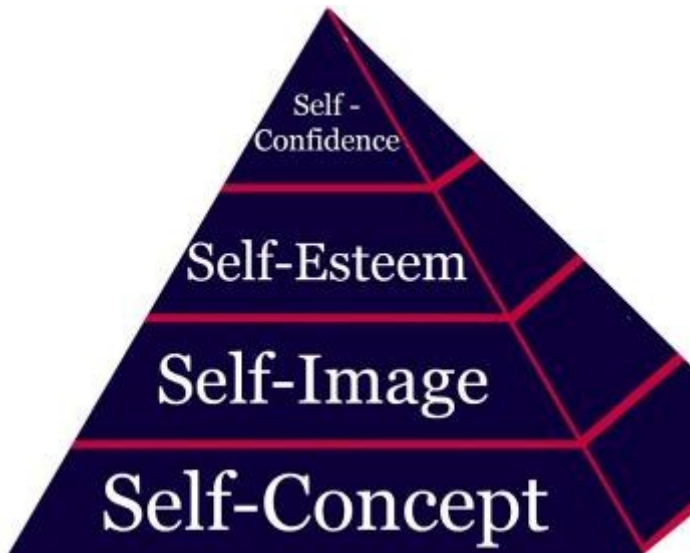


"You cannot do a kindness too soon, because you never know how soon it will be too late."

- Ralph Waldo Emerson

Raising the Invisible Anchor on Your Organization and Your People

From Joe Tye, Values Coaching, Inc.



The collective self-talk, self-image, and self-esteem of the people in your organization can create an invisible anchor holding down the performance potential of an entire organization. Anyone who has flown both Southwest Airlines and United Airlines, or who has shopped at both Walmart and Costco has seen this principle in action. Southwest and Costco outperform their competitors in every dimension, including profitability, in part because of the higher morale and self-esteem levels of the people who work there.

One of the tools we share at Values Coach is The Pyramid of Self-Belief. This is useful for enhancing your own belief in

with the family.

Self-belief is built at four distinct levels, each of which reinforces (or detracts from) the others.

Self-Concept: What do you see when you look around you?

Is yours a world of scarcity and threat, or a world of security and abundance? Establishing this global concept of reality is a vital leadership responsibility. The late Steve Jobs was famous for creating a "reality distortion field" that made everyone around him believe that the impossible was possible - and then work to make it so.

yourself and in your dreams, as well as raising the collective belief in an organization's vision and ability to achieve that vision. By the way, it is also a great tool to share at home

In the aftermath of the 9/11 tragedy, United Airlines ended up in bankruptcy in large part because the (then) CEO sent a panic-stricken letter to every employee warning that the company could "perish" within the year. By contrast, the CEO of Southwest Airlines assured people that their jobs were safe and the company would continue to thrive. In the following years, Southwest continued to grow, largely at the expense of airlines whose leaders hit the panic button on 9/12. Jonathan Swift admonished us to keep our fears to ourselves and share our courage with others. That's especially important advice for leaders in today's uncertain economic climate.

How are you as a leader (or as a parent) framing the world around you? Is it the best of times or is it the worst of times? (The answer to that question is always "yes" depending upon what you choose to see.) How you frame the world and its various risks and opportunities has a tremendous influence upon the self-concept of the people you work with and

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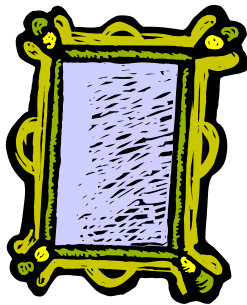
live with.

Self-Image: What do you see when you look in the mirror?

When you look in the mirror, who do you see looking back at you? A winner or a victim (or a loser)? You will never on a sustained basis exceed the boundaries established by your own image of your self-identity. This is one of the main reasons so many people who "win" the lottery end up bankrupt and miserable within a very short period of time. They buy lottery tickets hoping that someone else will give them money that they don't have to work to earn to help bail them out of problems they don't have the courage to face (what better definition of victim thinking?). When they "win," this inner reality of victim is in conflict with the outer reality of winner and they get cognitive dissonance. As one attorney who represents such people in bankruptcy hearings told me, it turns out that it's easier to spend five million dollars when you've won three than it is to change your self-image from victim to winner.

One of my favorite examples

of enhancing employee self-image is what happened with an industrial ventilation systems company called HVLS (High Volume, Low Speed) Systems, Inc. that changed the name of the company to Big Ass Fans. The company's sales have skyrocketed, but one of the most important impacts was the pride it gave employees by changing their self-image: who wouldn't rather say "I work for Big Ass Fans" than for a company with a boring name like HVLS Systems, Inc.?



Self-Esteem: Do you like what you see when you look in the mirror?

In my speaking engagements I often show a picture that I found on the internet - it's a tabby cat looking in the mirror and seeing a magnificent lion looking back. The collective self-esteem of people working in an organization can create a tremendous source of sustainable competitive advantage. If you've ever rented a car from Enterprise, purchased tires from Les Schwab, bought fish at Seattle's Pike Place Market, or received healthcare from the Mayo Clinic then you have probably seen this principle in

action.

Low self-esteem is often just an excuse that prevents people from taking risks and taking action. It is often reflected in complaining and gossiping, which is one reason we work so hard promoting The Pickle Challenge - helping people change what they say to themselves and to others is usually the non-negotiable first step to helping them raise their self-esteem.

Self-Confidence: Do you have what you need to meet the challenges of your life?

This is where the rubber hits the road. All the positive self-talk and affirmation in the world won't help you perform brain surgery if you've never been to medical school. Most organizations focus their training on technical competence, but it's also important that people have a strong sense of personal self-confidence. One of the most powerful tools we've developed to help people foster this self-confidence is the seven promises (one for each day of the week) of The Self-Empowerment Pledge (Responsibility, Accountability, Determination, Contribution, Resilience, Perspective, and Faith).

Emergenetics and the Olympic Brain

By Mary Case, M.D. — from *Synapses*, Emergenetics International Newsletter

For many of us, it is obvious that our bodies are not Olympian. We don't have the shimmering endurance of distance runner Mo Farah, the fierce strength of decathlete Ashton Eaton, or the hydroplaning ability of swimmer Missy Franklin. But what if we compared our brains too? Here are four features that distinguish the brains of elite athletes.

1. Intensity and volume of physical workouts

Olympians self-select, racking up their Malcolm Gladwell 10,000 hours towards world class status early. The brain's cognitive centers become muscle-twitch-perfect at directing the precise series of required moves for success. Also, physical practice directly increases the capabilities of short-term memory, giving the athlete an expert index to draw from in case she needs to respond on the go. Dana Vollmer says "When I get up to race, all I have to do is race . . . my body does all those little things I worked on for so long, naturally."

2. Strong Action Observation System

Three decades ago, the competitive advantage of structured mental training was recognized in programs such as Terry Orlick's Wheel of Excellence and Yuri Hanin's Zone of Optimal Performance. Today virtually all elite athletes have an organized mental

curriculum including an overall commitment to excellence, ongoing goal setting, visual imagery, and specific mental preparation for competition. Recently, imaging studies of what Scott Grafton's research group calls the "Action Observation System" have been found to support mental preparation.

The Action Observation System is a mirroring cortical system in humans, which lights up when athletes are watching their own performances. In addition to the reinforcing mirroring benefits of cerebral rehearsal, athletes also learn to discern the nuances present in competitors that affect one's own action.

3. Flow

Flow, a term first coined by Hungarian psychology professor Mihaly Csikszentmihalyi, is a subjective experience that happens when performance is framed by the optimum configuration of physical challenge and experience. It is characterized internally by a wordless athletic automaticity, and being joyfully in the moment. After experiencing it even once, achieving flow is addictive for both mind and body and serves as a personal motivator. As Farah says, "If you do have a dream as an athlete . . . and you dream of becoming an Olympic champion . . . to do it twice and in your hometown . . . there's no words to

describe that."

4. Attention State Training (AST)

AST refers to mental training for attention, concentration, and focus, achieved without a performance component. Although eastern and western traditions differ in their techniques, there is agreement that AST reduces stress, and that the calmness and composure which results informs elite performance.

Together these four factors make up the mind of an Olympian perfectly suited to go for the gold. It seems that mental rigor is even more important than physical. As Michael Phelps says, "I think that everything is possible as long as you put your mind to it and you put the work and time into it. I think your mind really controls everything." Emergenetics would add, "And always lead with your strengths."



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The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.

It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!

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Dancing Oobleck — Fun for Kids Young and Old

Submitted by Marilyn Stromberg, DHHS Scheduling Coordinator

Oobleck is great, and kids LOVE it. If you have never made it before, oobleck is a mixture of cornstarch and water. When played with fast it acts like a solid, and when allowed to relax it acts like a liquid.

You will need about two cups of cornstarch and one cup of water. When it's ready, let the kids play for a bit while you set up the next step.

You will need a subwoofer, a thin metal cookie sheet, an MP3 of an audio test tone, and food coloring. Place the cookie sheet on-

to the speaker of the subwoofer, and pour in the oobleck.

Do a search for subwoofer test MP3. You can download different test tones and play to see what works best for you. There are a number of different websites you can use. You may want to try 40 Hz, 50 Hz, and 63 Hz, and turn the volume way up.



Before you play the MP3, you will need to place your fingers on the edge of the cookie sheet with gentle pressure. It may take a bit of playing to find what works best, but the results will

be amazing.

You can also add food coloring to see how the colors dance together and see all the layers of each color. Kids really like this part!



You can let the kids play with the colored oobleck, but a word of caution: they may be sporting stained, colored hands for a few days!